

MICHIGAN LEADWORK

DEPARTMENT OF LABOR & ECONOMIC GROWTH

JUNE 2005

Prestigious Awards Presented to Veterans' Employment Specialists

TWO EMPLOYEES IN THE BUREAU of Workforce Programs who assist veterans into jobs are this year's recipients of prestigious awards named in honor of two staff members who passed away in recent years.

Joe Gabelsberger, a veterans' employment specialist in Detroit, was presented April 27 with the 2005 Robert T. Pendleton Award for Excellence in Service to Veterans. The award commemorates Mr. Pendleton's commitment to helping veteran job seekers. A Vietnam veteran, Mr. Pendleton was deputy director of the former Department of Career Development when he passed away in 2000.

Joe was nominated by five different co-workers, who said he is "fully committed to making career opportunities available to every veteran who visits a Michigan Works! Service Center. He demonstrates the utmost integrity for his veteran customers and the partners that he works with on a daily basis. He has unwaveringly been a valuable advocate for our veteran population and has dedicated his whole career to the betterment of the country and the brave men and women who have answered the call."

Ismail Abdullah, a veterans' employment specialist in Grand Rapids, was presented with the 2005 Russ Jones Award, "One Person Making a Difference," also on April 27. The award was created last year in memory of Russ Jones, Customer Service Division Region III manager in the former Employment Service Agency. Mr. Jones, who passed away in 2004, is described by his colleagues as someone who was "totally loyal and committed to serving his customers, both internal and external."

Ismail was nominated by a co-worker, who said Ismail's day "does not end at 5 p.m. He continues to help veterans through programs like the VFW Boots for Vets (which he initiated), where veterans who have



Congratulating Ismail Abdullah are, l. to r., Brenda Njiwaji, Bureau of Workforce Programs director; Brenda Ely, Targeted Workforce Services director; and Donna Cooper, Field Services director.

been newly hired to a position requiring work boots are given a free pair; the Military Assistance Program, where he reaches out to families of actively deployed veterans with needed support; and the Food Distribution Program (which he also helped to initiate), where he has strived to feed and clothe needy veterans and non veterans alike in the community."

Each division in the Bureau of Workforce Programs also selected a staff member to receive an Award of Excellence at the bureau's state-wide meeting April 27. The criteria for nominees were: go beyond their usual job duties, demonstrate leadership and commitment, their work has impact beyond their area, work collaboratively and positive outside recognition received.

The award recipients were Diana Carpenter, Administration; Ron Ross, Joe Swyrtek and Gerry Aranda, Field Services; Kenneth Parker, Labor Exchange Services; and Yvette Harris, Workforce Training & Development. Ardis Cazeno, Labor Exchange Services director, was presented with the bureau Director's Award. Congratulations to all!



Joe Gabelsberger accepts the Pendleton Award.

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Graciela Underwood with the Office of Financial and Insurance Services meets with Director Hollister at his Employee Appreciation Reception on May 5.

MICHIGAN LEGWORK

Published monthly for employees of the Department of Labor & Economic Growth
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A Message from the Director

I usually reserve this column for issues that relate to the internal workings of our department. However, I would like to focus this month on one of the most important programs Governor Granholm has set forth in her administration — the MI Opportunity Partnership. This initiative is a major responsibility of our department this year.

Introduced by the governor in her 2005 State of the State message, the MI Opportunity Partnership has a goal to match 30,000 unemployed workers with job vacancies by year's end. This initiative is unprecedented because it brings together numerous partners such as state agencies, organized labor, community colleges, universities, skilled trades, and associations — all working as one team to help businesses find workers more efficiently and to get jobless workers back to work.

The professional staff at the Michigan Works! Service Centers across the state are playing an essential role in this effort. They are taking employers' job orders, pre-screening workers, making appropriate referrals, providing information on training opportunities, and helping both employers and workers use the Web-based Michigan Talent Bank.

While thousands of people are looking for work, our research indicates that nearly 90,000 job vacancies exist here in Michigan. This is why another one of the key facets of the MI Opportunity Partnership is to quickly and comprehensively train out-of-work citizens and then place them in job openings that employers have today, particularly in health care and the skilled trades. To this end, DLEG and the Department of Community Health have teamed up to offer incentive funds to expand fast-track health care training. Medicaid Disproportionate Share Hospital (DSH) funds will be made available through a local matching funds process to community colleges and public universities that expand and implement accelerated training programs in nursing and allied health. Community colleges and public universities attached to Michigan Regional Skills Alliances that have partnered with hospitals were invited this spring to submit proposals to apply for the funds, which total \$10 million for each of two fiscal years, 2005 and 2006.

The MI Opportunity Partnership Employer Pledge Drive, held last month, has resulted thus far in 2,353 employers coming forward with pledges of hiring 8,909 unemployed Michiganians. This means a great many unemployed workers will have jobs once again.

The pledge drive has produced other benefits, too. It has served to heighten employers' awareness of the services provided by Michigan Works! — and it lets businesses know that the state is serious about working with them to match unemployed citizens with their job openings.

While last month's intensive pledge drive has ended, the MI Opportunity Partnership campaign to pair employers with workers continues until Dec. 31. If you know an employer or an unemployed worker who could benefit from the MI Opportunity Partnership, please ask him or her to log onto <http://www.michigan.gov/miop> or call 1-800-285-WORKS.

On a sad closing note, I wish to extend my condolences to the family and friends of our co-worker in MIOSHA, Suzan Morrison, who passed away June 13. Please see page 3.

Sincerely,

David C. Hollister



Mackinac Bridge Run

Labor Day Will Be Special Time for Amy Lindner and Dennis Stinson

Congratulations to Amy Lindner and Dennis Stinson, who were selected in a random drawing to be DLEG's representatives to run with Gov. Jennifer Granholm in the 2005 Labor Day Mackinac Bridge Run.

Amy is an auditor in the Administrative Services Division, Bureau of Commercial Services. Dennis is administrator of Self-Insured Programs, Workers' Compensation Agency.

Both Amy and Dennis have signed a pledge that they can "run five miles without stopping." The Mackinac Bridge is five miles long.

John Peck, director of the Management and Technical Services Division, Michigan Occupational Safety and Health Administration (MIOSHA), and Doug Kalinowski, MIOSHA director, were selected in the random drawing as alternates in the event Amy or Dennis cannot participate.

A total of 17 DLEG employees entered the drawing.

Gov. Granholm began the tradition last year when she launched the first-ever Labor Day Bridge Run to kick off the Mackinac Bridge Walk. The run takes place at sunrise.



Smart Commuters

During this year's Smart Commute Week, May 16-20, DLEG's Energy Office encouraged people who live or work in the Capital area to bike, walk, carpool, or take a bus to work.

The message: Save on gas and help the environment at the same time.

Taking their own advice, Energy Office staff, joined by employees in the Office of Policy and Legislative Affairs (OPLA), rode their bikes to and from work, carpooled, and rode the bus instead of driving their cars.

For a number of employees, Smart Commute Week was no different from any other week.

Patrick Hudson, Residential Programs manager with the Energy Office, rides his bike to work three to five days a week. The *Lansing State Journal* featured Pat in an article on bike commuters in its May 20 edition. A front-

page photo showed Pat as he was biking across a downtown Lansing bridge over the Grand River.

"I ride my bike to work as much as I can," Pat said. "The only times when I don't are when it's too cold, too icy, or when I have errands. It's not just about saving money on gas. It's also enjoying the fresh air, getting exercise, experiencing nature, and being environmentally conscious."

Tom Krupiarz, Rebuild Michigan project manager, Energy Office, and Tom Martin, OPLA director, ride their bikes or walk to work throughout the year.



Bicyclists Tom Krupiarz, Tom Martin, Pat Hudson and John Sarver (Energy Office) during Smart Commute Week. Brandy Minikey (Energy) and Maurine Mitchell (OPLA) carpooled.

Suzan Morrison with MIOSHA Passes Away

We are saddened to report that Suzan Kay Morrison, senior departmental technician with MIOSHA's Management & Technical Services Division, died Monday, June 13, at age 52. She had graciously battled cancer for the past year and had just officially retired after serving nearly 29 years with the state.

"Sue demonstrated her sincere dedication to the MIOSHA program and maintained an exemplary client service attitude. She served as a role model to less experienced members of her work unit, setting high standards for them to emulate. Sue continuously sought to contribute to her team's group successes

and cultivated harmonious relationships with the unit's external partners in the U. S. Department of Labor. Sue's professionalism and kind, helpful demeanor made many friends for the MIOSHA program and for Michigan state government in general," said Bob Clark, manager of MIOSHA's Information Systems Section and Suzan's supervisor.

She is survived by her husband, Chris Morrison; son, Jordan Reasoner; parents, Frank and Sally Balluff; three brothers, Frank, Dan and Jeff; one sister, Betsy Stanton; and stepdaughter, Christen Bilow.

Military News

Terry Fobbs Retires from Army Reserves

Congratulations to Terry Fobbs, state policy administrator in DLEG's Executive Office, who retired as a colonel from the U. S. Army Reserves on Sunday, June 5. A ceremony was held at the headquarters of the 645th Area Support Group in Southfield to honor Terry for 30 years of service.

Terry served in a wide variety of command and staff assignments around the world, including wartime service during Operation Desert Storm. More recently, he commanded a U.S. military police post in Kosovo, Serbia, returning to the U.S. just last November.

Terry's military decorations include the Bronze Star, the Meritorious Service Medal with three Oak Leaf Clusters, Army Commendation Medal with Oak Leaf Cluster, Army Achievement Medal with Oak Leaf Cluster, National Defense Service Medal with Star, Southwest Asia Service Medal with two Campaign Stars, Kosovo Campaign Medal, Global War on Terrorism Medal, Korean Defense Service Medal, NATO Medal, Liberation of Kuwait Medals from the governments of Saudi Arabia and Kuwait, and the Superior Unit Award.



Terry Fobbs in uniform

Crain's Detroit Business Features DLEG

The May 30 edition of *Crain's Detroit Business* carried an article about the various ways employers pay tribute to employees who are serving in the military as well as employee family members who are serving. Our department was one of those featured for the special efforts we have made.

The article specifically cited the posters designed by Graphic Artist Jim Kremer, which contain photos of DLEG staff and family members serving in the military; the Veterans' Day

Breakfast hosted in November 2003 by Director Hollister; and our many "support our troops" donations and fundraisers.

"We realized that a lot of employees were going through challenges of having a spouse, daughter, son or sometimes even themselves serving overseas," Communications Specialist Lori Donlan is quoted in the article. "If you walk through our offices, you will see all our military family. We wanted to remind not only DLEG employees but visitors that part of the DLEG family is making sacrifices for us."



Thanks to all of you "Wednesday jeans wearers," who donated a total of \$1,339 for the American Diabetes Association during May. June's voted-for charity is the Susan G. Komen Breast Cancer Foundation.

The Unemployment Insurance Agency is holding a blood drive on Thursday, July 7, at Cadillac Place, Detroit. The days following a holiday are critical for replenishing the community blood supply. Please schedule your appointment at <https://www.givelife.org> (Sponsor Code = ne). Call Valerie Congdon at (313) 456-2145 if you have questions or problems with scheduling.

The Michigan Commission on Disability Concerns (MCDC) and its Division on Deaf and Hard of Hearing (DODHH) have moved from the Thorhill Building on North Washington Square just one block south to the Victor Building, 201

North Washington Square, Suite 150. Because the Michigan Commission for the Blind and Michigan Rehabilitation Services are also housed in the Victor Building, the three disability-related agencies now have greater opportunities to collaborate in planning for and providing services. MCDC can be reached toll free at (877) 499-6232 (voice/TTY); in the Lansing area at (517) 335-6004 (voice/TTY); by videophone at dodhh.net; or through e-mail at mcde@michigan.gov and dodhh@michigan.gov. The agency's website address can be found at <http://www.mcde-dodhh.org>.

After intense statewide competition, two winning recipes have been selected for the Michigan Commission for the Blind's entries in the June 24 "Down by the River Chili Cook-Off" sponsored by the Lansing Board of Water and Light. Staff will be cooking up about 40 gallons of Connie Zanger's "Kick It Up a Notch" vegetarian chili and Jim Baird and Will Droll's "Sawdust Chili."

SHORTS

Children's Art Contest Winners Announced

April 28 marked Bring a Child to Work Day and, as part of the festivities, the Department of Labor & Economic Growth held a "Cool Places to Work Art Contest."

The 10 winners, listed below, will be joining Director David C. Hollister at a special pizza luncheon in Lansing on Thursday, June 23.

Nearly 100 entries were submitted from DLEG

offices throughout the state, and so it was difficult to narrow the list down to a few winners. "Even though we couldn't make everyone a winner, it looks like everyone had fun creating an entry," the Director said. "Thank you to everyone who participated in this fun event!"

Enjoy the winning drawings on this page and on page 6.

5-8 Age Group

1st Place: Rashna Soonavala, 7, Anahita Lord (MRS – Waterford), "My Mom at Work"

2nd Place: Logan Cook, 7, Mary Cook (MSHDA), "Toy Store (Dream Job)"

3rd Place, Tied: Peter Shutt, 8, Aunt Debbie Irwin (MSHDA), "Comerica Park" (Cool Place to Work); and Elizabeth Kennicott, 8, Julia Kennicott (OFIS), "Pediatrician for Kids"



5-8 age winner: Logan Cook

9-12 Age Group

1st Place: Travis Collings, 12, Kathy Collings (UIA Saginaw RICC), "Designing Cars in Michigan, That's Cool!"

2nd Place: Justin Ouderkirk, 9, Grandma Pam Bauer (OHR), "Mr. Tooth and the Cavity"

3rd Place: Talha Bhatti, 12, Mohammad Bhatti (DIT/UIA Detroit), "Today's Speaker"



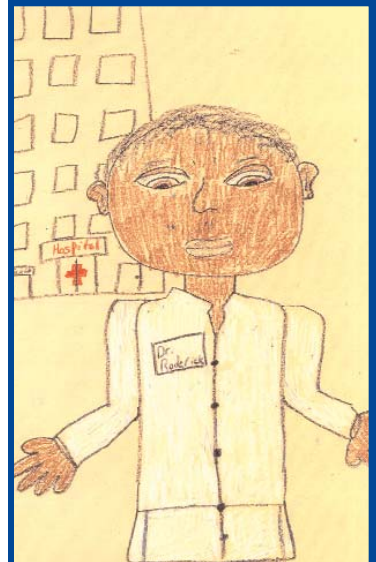
9-12 age winner: Justin Ouderkirk

13-18 Age Group

1st Place: Roderick Davis, 15, Vanetta Davis (UIA Detroit RICC), "I Am My Most Important Person"

2nd Place: Katelyn Nixon, 13, Aunt Jennifer Farr (OHR), "Video Game Girl"

3rd Place: Chelsea Fenner, 13, Michael Hogan (OFIS), "Miss Fenner (Kindergarten Teacher)"



13-18 age winner: Roderick Davis

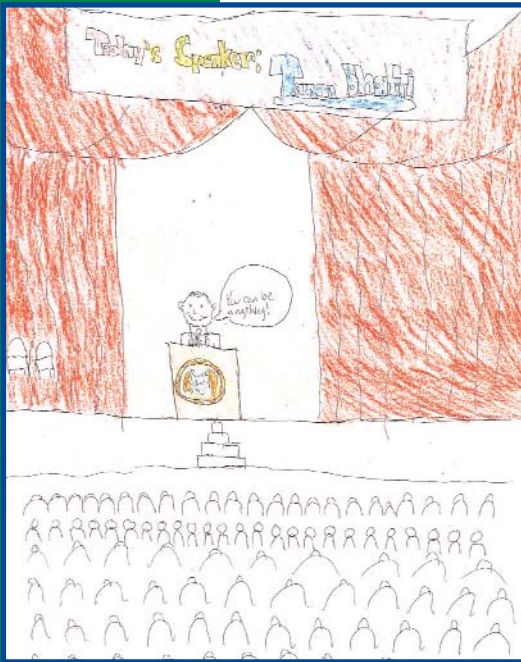


9-12 age winner: Travis Collings

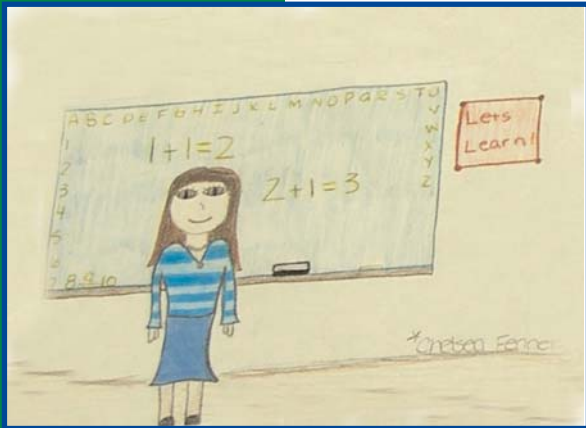


5-8 age winner: Peter Shutt

More Children's Art Contest Winners



9-12 age winner: Talha Bhatti

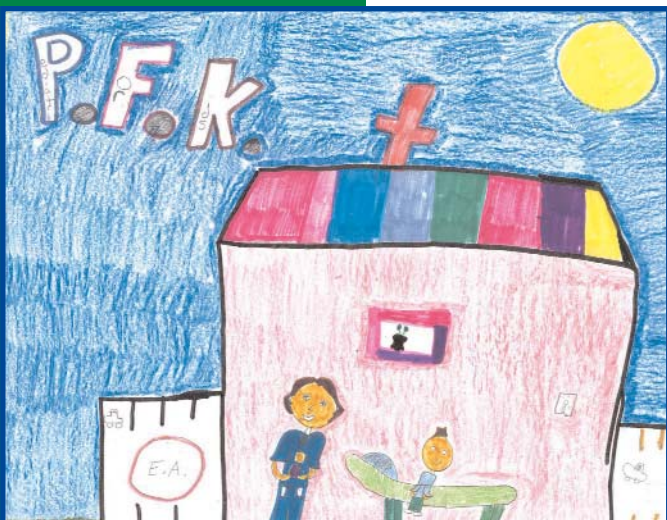


13-18 age winner: Chelsea Fenner

My future job will be a video game programmer, and playing them until I pass out.



13-18 age winner: Katelyn Nixon



5-8 age winner: Elizabeth Kennicott

4/15/05 My mom at work.



5-8 age winner: Rashna Soonavala

People on the Move

Best wishes to **Sherry Avery**, who has retired from the Unemployment Insurance Agency (UIA) after 15 years of service. Sherry began her UIA career in 1990 as an unemployment claims worker in Lansing. From there she went to Battle Creek, Jackson and Coldwater. In 2000 she was hired in Lansing as a claims examiner, then in 2002 moved to the Remote Initial Claims Center in Saginaw, where she served as an adjudication lead worker. In 2004 she transferred to Claimant Customer Relations in Lansing.



Sherry Avery

Nancy Peterson, who worked with the MES Board of Review for more than 11 years, retired in mid-April. At the time of her retirement, Nancy worked as a clerk handling appeals to Circuit Court. Her retirement plans include spending time at Windemere Park School as a room mother. Best wishes to you, Nancy!

Congratulations to **Jodie Gillespie**, who has been promoted to Departmental Manager 12 in the Customer Service Section, Corporation Division, Bureau of Commercial Services. Jodie previously was lead worker in the Document Review Section of the Corporation Division.

Aliyamma Lukose of the Detroit office, Michigan Commission for the Blind (MCB), has been promoted to Secretary 9. She has been with MCB for the past 25 years. Aliyamma attended Fatima Matha National College in Quilon, Kerala, India, and received medical transcription training from the Service Center for the Visually Impaired, Inc., in Flint. Congratulations, Aliyamma!

Congratulations are also in order for **Bob Robertson**, who successfully competed for the Rehabilitation Consultant 14 position in the Michigan Commission for the Blind's central office in Lansing. Bob has been with MCB for more than 13 years and previously served in the Bureau of Workers' Disability Compensation and as a counselor with Michigan Rehabilitation Services.

MIOSHA's General Industry Safety and Health Division has announced that **Amber Sweeney** has been selected for its Secretary 9 position. Amber holds associate's and bachelor's degrees in business administration and worked for more than 10 years in the MIOSHA Standards Section. She has also served as secretary to various MIOSHA advisory committees. Congratulations, Amber!

The Corporation Division, Bureau of Commercial Services, is pleased to welcome **Sara Llubes** as a

communications assistant on its Customer Service Team. Sara previously was a student assistant with the division.

The Michigan Commission for the Blind has announced the appointment of Rehabilitation Counselor **Christine Pada**, who is working in the Escanaba office. A graduate of Northern Michigan University, she also has a master's degree in counseling from NMU. Before coming to MCB, she worked as a juvenile probation officer in Menominee. She has also worked as a human services coordi-

nator at Goodwill Industries in Marinette, Wisconsin, and as a teacher's aide with the Marquette Public Schools. Welcome, Christine!

Michael Griffith of Grand Rapids has joined the staff of the Michigan Career & Technical Institute as a departmental technician. Michael will be providing instructional support to all trade training departments with regard to hardware and software applications. Welcome, Michael!

MIOSHA's Construction Safety & Health Division has announced that four new safety officers have begun their training regimen. **John Stewart** will be assigned to the west side of the state. He is a master electrician with 13 years of experience. John is also a member of the Michigan Army National Guard, serving as sergeant first class. He has an associate's degree from Muskegon Community College. **Brian Paul** has accepted the area consisting of 14 counties in the northwest part of the Lower Peninsula. He is a master electrician with 13 years of experience and a graduate of Central Michigan University. **April Kirshner** is starting as the safety officer for Genesee County and the Thumb area. She has been an operating engineer for 12 years and has achieved certification from the National Commission for the Certification of Crane Operators. She will receive an associate's degree from Mott Community College in August. **Brian Gronda** has accepted the safety officer position in Kent County. He is an electrician with 10 years in the trade and holds a bachelor's degree from Lake Superior State University. Welcome to John, Brian, April, and Brian!

Andrea Stolicker, a student assistant with MIOSHA since 2002, has accepted a general office assistant position with the Workers' Compensation Agency/Funds Administration. Andrea had also been a co-op student with MIOSHA in 2001. Congratulations, Andrea!



Nancy Peterson

Editorial

Public Rehab Under Assault

**By Patrick D. Cannon, State Director,
Michigan Commission for the Blind**



Patrick D. Cannon, State Director,
Michigan Commission
for the Blind

Workforce Investment Act (WIA) reauthorization is an ongoing topic of interest for those of us in the rehab field. Congress continues to work on reauthorizing WIA and the federal Rehabilitation Act, which is Title IV of the Workforce Investment Act.

The U.S. House and Senate have advanced separate versions of the legislation, and differences in the House and Senate proposals will be hammered out in a conference committee.

The House proposal is of particular concern to public rehabilitation programs throughout the country, such as Michigan Rehabilitation Services (MRS) and the Michigan Commission for the Blind (MCB). Under the House proposal, VR program funding could be redirected to the one-stop service centers, referred to in our state as the Michigan Works! Service Centers. Job placement could also be consolidated under the one-stop centers, which, in most cases, lack the expertise to provide comprehensive and specialized services needed by persons with disabilities.

Furthermore, the proposal would downgrade the position of the RSA commissioner from a presidential appointee to that of a department appointment, decreasing the agency's profile within the

department and administration.

Public rehab is under assault from the Rehabilitation Services Administration (RSA) as well, as RSA is going forward with its plans to close all regional offices throughout the country. Supporters of public rehabilitation held a rally in Washington on May 26 at the U.S. Department of Education to protest the closings.

In addition to closing these offices, the U.S. Department of Education plan calls for cutting the number of RSA staff in half. Advocates estimated that between 800 and 1,000 protesters were in the nation's capital for the protest rally.

We've been working with the governor's Washington, D.C., office and the DLEG legislative office on this issue, and they've been most helpful and supportive. Further, Gov. Granholm and Director Hollister are both supportive of specialized services for blind persons, as we provide through MCB. Additionally, Jaye Shamsiddeen, director of MRS, is strongly supportive of separate agencies.

While this is clearly a time to be vigilant, I do not believe that it is a time for fear. The threats of doing damage to public vocational rehabilitation, as we know it, are genuine and command us to pay attention. I am optimistic, however, that our VR programs will, once again, endure this latest assault.

Census Bureau Data on Disability Issues Have Special Relevance for DLEG

With three disability-related agencies housed in the Department of Labor & Economic Growth, and with DLEG serving as Gov. Granholm's lead agency on disability accessibility, census data on disability issues hold particular importance for our department.

The U.S. Census Bureau has issued a report filled with disability-related statistics to commemorate the 15th anniversary of the signing of the Americans with Disabilities Act (ADA) in 1990.

The ADA guarantees equal opportunity for people with disabilities in public accommodations, commercial facilities, employment, transportation, state and local government services, and telecommunications.

Some of the major points contained in the release:

37.5 million — Number of people age 5 and over in the civilian non-institutionalized population with at least one disability, representing 14 percent. These individuals fit at least one of the following

descriptions: They are 5 years old or older and have a sensory, physical, mental or self-care disability; they are 16 years old or older and have difficulty going outside the home; or they are 16 to 64 years old and have an employment disability.

42 percent — Percentage of working-age men (21 to 64) with disabilities who are employed. For women, the rate is 34 percent. Altogether, 4.0 million men and 3.5 million women with disabilities are employed.

11.8 million — Number of people ages 16 to 64 who have a condition that affects their ability to work at a job or business. They account for 6.4 percent of civilian non-institutionalized people in this age group.

Questions should be directed to the Census Bureau at (301) 763-3030, or pio@census.gov. For further info., go to <http://www.census.gov/hhes/www/disability/2003acs.html>.

Professional Activities

The Carnival/Amusement Safety Inspection Team, Bureau of Commercial Services, has been instrumental in helping the City of Detroit prepare for the upcoming Super Bowl 2006 and other national events. With the expertise of **Mark Doman**, manager of the section, and his staff of experienced inspectors, City of Detroit officials recently found and purchased a used slide to replace the aging slide on Belle Isle.

Ann Baker, Corporation Division director, Commercial Services, traveled to New Brunswick, Canada, last month to accept an award on behalf of the division and herself from the International Association of Commercial Administrators. The division was nominated for its innovation and accomplishments in adding images of filed documents to the website, making them available quickly and easily and at no cost to other departments and governmental agencies. The award was given in the category "Government to Government, Technology." Congratulations to Ann, the entire division — especially **Linda Garrison**, Administrative Services staff, and Department of Information Technology staff, all of whom helped make this achievement a reality.

Congratulations to State Director of Adult Education **Dianne Duthie**, who accepted an award in March for her continued support of the Michigan Association for Adult and Continuing Education at MAACE's 30th annual conference, held at Wayne State University.

Congratulations to **Marylou Olivarez-Mason**, executive director, Michigan Commission on Spanish-Speaking Affairs, who was presented with the "Ohtli" award by Mexican Ambassador to the U.S. Carlos de Icaza April 21 in Detroit. The award is given to "Mexican citizens living abroad who have dedicated their personal time and professional efforts to open the road, build opportunities, and help provide a better future for the next generation of Mexicans," said the press release from the Mexican Consulate in Detroit. The ambassador made the presentation to Marylou during a luncheon in his honor.

Two Michigan Commission for the Blind Business Enterprise Program (BEP) staff members received exceptionally high scores on their recent ServSafe exams. The ServSafe exam is the food handling and sanitation exam required nationwide for everyone in the food service industry. The passing score is 75 out of 100. BEP Promotional Agent **James Hull** received a score of 98, and BEP Trainer **John McEntee** received a score of 94. Congratulations, James & John!

The Volunteer Center of Greater Kalamazoo and the *Kalamazoo Gazette* held its 20th annual Star Awards ceremony in Kalamazoo April 27 to honor community members for their volunteerism during 2004. The nominees included **Lisa Kisiel**, a rehabilitation counselor at the Kalamazoo office, Michigan

Commission for the Blind (MCB), who was nominated by MCB's West Region Supervisor **Bernie Kramer**. About 500 people attended the event, including a number of MCB staff members. Congratulations, Lisa!

The Fifth Annual Grand Ledge Relay For Life was held May 13-14, and **Patti Brace**, a MIOSHA employee, participated in memory of her 18-year-old niece who passed away in April 2004 from Burkitts Lymphoma, a rare form of cancer. Patti also was participating in honor of her sister, who was diagnosed with cancer in December and is just finishing her treatment. Patti's team, Heather Henderson and Friends, raised \$2,448 for the American Cancer Society. The total amount donated by the Grand Ledge Relay was \$110,500. Patti said, "Even though it rained for most of the 24-hour period, the spirit of the participants could not be dampened. During the event, 135 cancer survivors were honored and over 1,400 individuals participated. This was a wonderful experience and encourages everyone to fight back against this terrible disease by participating in a Relay For Life event in their community."

Bart Pickelman, senior industrial hygienist, MIOSHA General Industry Safety and Health Division (GISHD), Saginaw office, co-authored an article with the staff of Dr. Ken Rosenman, Michigan State University. The article, which appeared in the *American Journal of Industrial Medicine*, focused on an asthma fatality at a spray-on bed liner operation because of exposure to isocyanates. The incident occurred in 2003 and was the first fatality attributable to isocyanate exposure in this industry. The article lists many of the findings of the GISHD investigation and the findings of the Michigan Fatality Assessment and Control Evaluation (MIFACE) program. The article also describes areas where the industry can improve health and safety performance for small business owners who generally operate these facilities. DLEG is proud of Bart's hard work investigating this tragedy and hopes that his investigation and the subsequent publication of the MIFACE findings will help prevent similar tragedies in the future.

Congratulations to **Eric Zaban**, industrial hygienist with the Consultation, Education and Training Division, MIOSHA. Eric recently passed the American Board of Industrial Hygiene's Certified Industrial Hygienist Examination.

Congratulations to **Cindy Zastrow**, industrial hygienist with the Northern Region, Consultation, Education and Training Division, MIOSHA, who completed her graduate degree on April 22. She received a Master of Science degree in Forensic Toxicology from the University of Florida in Gainesville. Cindy graduated at the top of her class, summa cum laude!



Marylou Olivarez-Mason with Carlos de Icaza

Evacuating a Building the Safe Way

By Martin D. Alexander, CHS-III

Marty Alexander, Enforcement Division District Supervisor of the Liquor Control Commission in Lansing, holds a Level III Certification in Homeland Security from the American College of Forensic Examiners International.



Buildings often offer great protection from various threatening conditions such as inclement weather. But sometimes it is more dangerous to remain inside a building than to go outside, such as when there is a natural gas leak, fire or explosion, structural damage or a bomb threat.

Evacuating a building is enhanced by a well-planned, efficient and executed procedure. It begins with the decision to vacate and ends when all people are outside and accounted for. Escape plans illustrate the YOU ARE HERE location and the various EXIT routes from the building. These plans are posted on each floor and all occupants should become familiar with the diagram and instructions.

Key players in an evacuation plan consist of the person-of-authority, who make decisions regarding the building and occupants; a designated person who has responsibility for a specific area; and group leaders to take head counts outside.

Based on known or perceived threats, the person-of-authority may make the decision to evacuate the building. That person or his/her designee will provide notification and instructions to the occupants via verbal commands, a public address system, telephone or word-of-mouth and will verify if the first responders (police, fire and/or EMS) have been notified.

Pre-planning is essential. Individuals should be assigned to assist those using wheelchairs and others who cannot walk down stairs to exit the building safely. A designated person should be assigned to “make a sweep” on the way out to look for stragglers or those needing help, and therefore should be the last one to leave the work area.

Upon notification to leave, a person should consider what, if anything, to take before departing the area. There may be a time factor to consider when making this decision. If the threat is imminent, take nothing and leave quickly. If time allows, take what is immediately available for personal protection and comfort.

This is where a pre-packed emergency kit is vital. Each person should keep a personal supply of items nearby to meet needs independently of anyone else for at least one day. At a minimum, these items should include bottled water, food packets, a small first aid kit, prescribed medication, rain poncho, light jacket or sweater and telephone numbers.

The instructions to evacuate do not permit time to finish typing a paragraph, water the plants or tidy up the area. It means leave the area. One caveat concerns the protection of classified documents. Don't leave them unsecured or unattended.

All persons are expected to comply with the evacuation order. Leave from the nearest exit point. A well-executed plan will direct all occupants of the building to meet at a previously assigned and designated area; this makes making a headcount by the group leader much easier. Color coding or numbering sections in the building to match the meeting place outside helps reduce confusion.

When outside, meet in small, separated groups. Each group leader must take a headcount to verify that all members of his/her group are present and also identify the presence of anyone not in the assigned group. All group leaders must then notify the person-of-authority of their findings and return to their respective groups to await further instructions.

Do not go back into the building until instructions to do so are received. Wait in your personal vehicle only if authorized to do so by the group leader.

Consider that some man-made threats (bombs, arson, etc.) are intentional and may be used to drive people out of a building and towards their “pre-selected meeting place,” only to become an unprotected target there. The pre-planned gathering points should be safe. Steer clear of unfamiliar vehicles, abandoned knapsacks or packs and garbage dumpsters. Don't gather in large groups.

The person-of-authority should be recognizable and distinct from within the crowd. First responders will need to know whom to contact upon arriving. Attempting to attract the attention of first responders by waving from the crowd usually does not work. A cell phone should be one part of the indispensable equipment, as well as a small entourage of support staff to help.

Making prior arrangements with local police and fire departments helps to identify the person-of-authority at the scene. Use distinct devices that are easy to store and use, such as a fluorescent orange vest, flag or banner. A centralized “command center” for the person-of-authority should be set up at a safe distance from the building.

It is incumbent upon managers, supervisors and all employees to be familiar with their pre-planned building evacuation plan. Know the plan, the primary and alternate exits and your designated meeting place outside. Conduct a practice “walk-through” to identify and resolve any glitches to the plan that could affect a safe evacuation.

Special Deliveries

Don Clover Helps Veterans Find Jobs

Congratulations to Don Clover, veterans' employment specialist, Field Services Division, Bureau of Workforce Programs, who was presented with a Special Delivery from the Director last month. Don's worksite is Traverse City.

He was nominated by Kevin Benson, an agricultural employment specialist, Field Services, who said, "Don is a very dedicated worker, low key, but always on task. He helps a lot of veterans find work! All are helped who arrive at his desk regardless of appearance or attitude."

"Don has worked for the state of Michigan for over 30 years. One of the risks of working long term in customer service is burnout. After seeing job seekers for many years, it is easy to become cynical or desensitized to the public ... It is easy to forget how difficult it is to be unemployed, the feelings of discouragement and uselessness that can set in at such a time. Getting a call about a 24-hour hold job order, an e-mail, a redesigned resume or a newspaper ad from Don reminds his customers that he has not forgotten about them, that in fact they are quite important to him and he wants to see them back on payroll as soon as possible. This effort is quickly recognized and deeply appreciated by his customers."



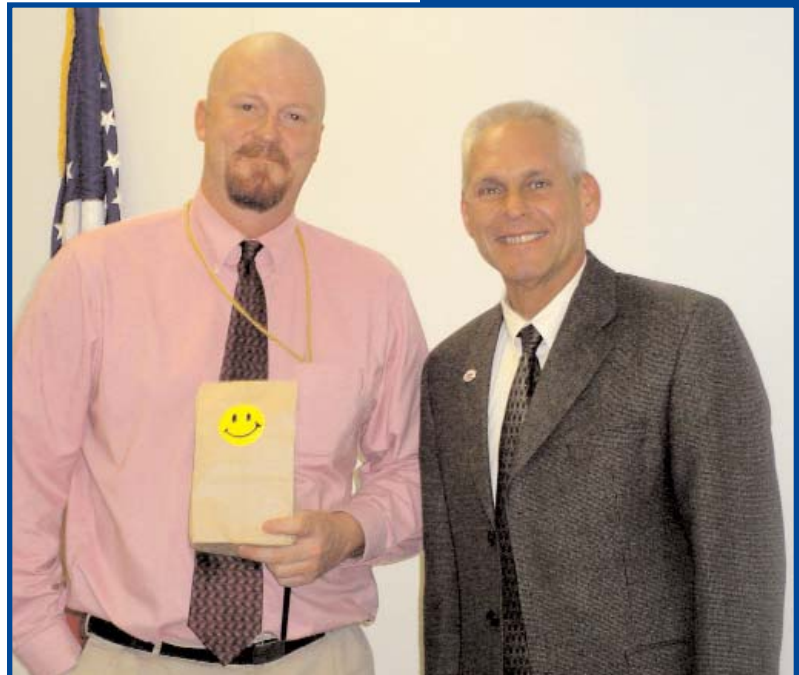
Helping Don Clover (second from left) celebrate his Special Delivery are, l. to r.: Janet Howard, deputy director, Bureau of Workforce Programs; Kevin Benson; Judy Ezop, Agricultural Field Services director, Field Services Division; and Donna Cooper, director, Field Services Division.

Ron Ray Exemplifies Diligence, Commitment

Congratulations to Ron Ray, who returned in April to the Michigan Occupational Safety and Health Administration (MIOSHA) and who was presented with a Special Delivery from the Director for the outstanding work he had performed while he was previously employed as MIOSHA's quality assurance officer for the Occupational Health Laboratory.

Ron's nomination letter from 2004 said, "Ron has gone far above and beyond the daily responsibilities of his position by providing assistance to the bureau and department in preparing emergency management documents and plans. Most recently, Ron reviewed and provided input needed for the bureau's portion of the department's homeland security grant application. The document we were required to review and complete was several hundred pages in length. We were given only four workdays to complete our review and compile our response. To accurately provide a response required an extensive review of current equipment, previously submitted needs, and assessing scenarios for MIOSHA involvement. Ron met the deadline and made himself available to the department coordinator for follow-up. This was no small task and exemplifies the diligence, commitment, and hard work of department employees in rising to the occasion and meeting the challenge."

Ron is currently program manager for MIOSHA's Laboratory and Equipment Services Section.



MIOSHA Director Doug Kalinowski (right) presented the Special Delivery to Ron at the agency's managers' meeting in April.



Celebrating the Special Deliveries are, l. to r., Sandy Peck, MRS Division I director; Bobbi Ranke; John Bankson; and Barry Reinink, Accommodations Center manager.

John Bankson and Bobbi Ranke Deliver Customer Service Excellence

Congratulations to John Bankson, rehabilitation specialist, and Bobbi Ranke, rehabilitation assistant, Michigan Rehabilitation Services' Accommodation Center, who were presented with Special Deliveries from the Director last month.

John and Bobbi were nominated by Renée Ortlieb, Human Resources/Budget director, Office of Financial and Insurance Services, who said, "They are part of a wonderful team, and on behalf of the Office of Financial and Insurance Services staff, we thank them for delivering an excellent Worksmart evaluation of our Ottawa Building staff. Customer service and teamwork must be an integral part of their division's work culture!"



Corporation Division Customer Service Manager Robert Engle, Debra Shiffer and Jodie Gillespie smile for the camera.

Deb Shiffer Encourages Teamwork

Congratulations to Debra Shiffer, data coding operator/lead worker, Corporation Division, Bureau of Commercial Services, who has been presented with a Special Delivery from the Director.

Debra was nominated by Customer Service Manager Jodie Gillespie, who wrote: "Deb deserves to be recognized with a 'Special Delivery' because she is a very special person. She is the most dedicated and hard working individual I have ever met. She arrives to work before her scheduled time to start prepping work and making sure all assignments are in order before the actual working day begins. Deb is a great asset to our division. Whenever something needs to be taken care of that you are unsure how to handle or how to process an item, the answer is always, see Deb. Deb always has a smile on her face and greets you with a friendly hello. Not only does Deb handle a variety of duties, she also encourages teamwork in the Customer Service Unit. Thanks to Deb for making this division a happier place to be and work!"

"Special Delivery from the Director"

I would like to nominate the following staff member to receive a "Great Job" acknowledgement from the Director:

Name of Nominee:	Submitted By:
Office/Bureau of Nominee	Job Title of Nominee
Telephone # of Nominator	Office Location of Nominee

The reason I am nominating this person:

Office/Bureau Director:	Date:
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**Bureau Directors: Forward to Linda Cook—DLEG Media Office, 4th Floor, Ottawa Building, Lansing
E-mail: CookL1@Michigan.gov --OR-- FAX: 517-241-1580; Phone: 517-241-0199**

Employee Appreciation Week, May 2-6



Directors with the Unemployment Insurance Agency's Benefit Services scoop ice cream during their employee appreciation observance. Handling the scooping chores, l. to r., are: Sandy Damesworth, director, Benefit Services; Narvie Twyman, director, External Benefit Services; and Linda Karos, director, Internal Benefit Services. Waiting to receive their ice cream are Suzanne Robertson, secretary to Sandy; Samuel Johnson, manager, TRA/Special Programs Unit; and Russell Stringer, manager, Friend of the Court Unit.



Employees in the Office of Financial and Insurance Services celebrated Employee Appreciation Week with an ice cream social. Posing before all of the makings of some delicious concoctions are, l. to r.: Commissioner Linda Watters; Andy Schor, public information officer; Naffie Ceesay, student assistant; Rhonda Alvarado, assistant to the chief deputy commissioner; Shari Spitzley, executive assistant to the commissioner; and Renée Ortlieb, Human Resources/Budget Division director.



Managers in the Michigan Occupational Safety and Health Administration (MIOSHA) at the General Office Building, Lansing, extended a thank you to their hard-working employees by grilling up hot dogs and serving lemonade and cookies in spite of the snow on May 3! Shown braving the cold, l. to r., are: Connie O'Neill, Consultation, Education and Training Division director; Richard Mee, Construction Safety manager; John Brennan, General Industry Safety & Health Division director; Debbie Ide, word processor; Leanne Haeck, secretary; and Aubrey Marron, analyst.



Bob Beard (left), a rehabilitation consultant at Michigan Rehabilitation Services' Central Office in Lansing, shakes hands with DLEG Director David C. Hollister at the director's Employee Appreciation Week Reception, held May 5.



A number of state employees posed for a picture with the governor during her Employee Appreciation Week Reception for state workers at Cadillac Place, Detroit. With the governor, l. to r., are: Bill DiSessa, director, Wage, Outreach & Analysis, Unemployment Insurance Agency (UIA); Marge Redmond, UIA Tax Office; Georgia Edwards, UI Division, Attorney General's Office; Gov. Granholm; Jon DeHorn, UI Division, Attorney General's Office; Narvie Twyman, director, External Benefit Services, UIA; and Judy Garland, Detroit Remote Initial Claims Center, UIA.

Rehab Is in the News!



Three Michigan newspapers recently highlighted good news associated with Michigan Rehabilitation Services (MRS) and the Michigan Commission for the Blind (MCB).

The May 25 edition of the *Petoskey News-Review* carried an article about the partnership between MRS and the Charlevoix-Emmet Intermediate School District that helps high school-age students become employable. The article said MRS provides students with services such as "job coaching, dental restoration, books for educational or training purposes, needed prescription drugs, tools and equipment the students need for employment, tutoring and work or interview clothing, among many others."

The *Midland Daily News* on May 26 published a feature on an employment-preparation seminar sponsored by MRS and Michigan Works! About 50 persons with disabilities attended the half-day session, which focused on the importance of appearance in getting a job. The seminar covered hair care and styling, clothing care and selection, grooming and make-up. In addition, four attendees received free "make-overs" from local professionals. MRS staffers Laura Gould, Mary Kent, Alexa Matthews and Linda Parent initiated the event.

Phyllis Marshall with the Flint MCB office is the proud mother of Keyonta Marshall, a recent college graduate who has been drafted by the National Football League's Philadelphia Eagles. On April 25, the *Grand Rapids Press* noted that "defensive line star Keyonta Marshall of Grand Valley State University" is a "three-time All-American and the Great Lakes Intercollegiate Athletic Conference's three-time Defensive Lineman of the Year."

DLEG Golf Outing 2005 Ledge Meadows Golf Course

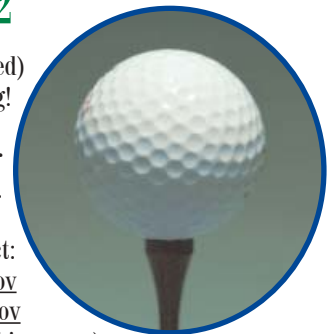
M-43, Grand Ledge, 9:00 a.m., Friday, August 12

It's time to form your 4-person team (men, women or mixed)
and sign up for DLEG's Annual Golf Outing!

The format for the outing is a 4-person team scramble at a cost of \$45 per person. This includes 18 holes of golf, cart, lunch and prizes.

For more information contact:

Mary Ann Howe, (517) 322-1743 (mahowe@michigan.gov)
Mr. Robin Spaulding, (517) 322-1811 (rspaul@michigan.gov)
Kischa Spagnuolo, (517) 241-2655 (kspagn@michigan.gov)



Governor Appoints Two to the Appellate Commission

Gov. Jennifer Granholm has announced two appointments to the Workers' Compensation Appellate Commission (WCAC). Gregory A. Przybylo of Okemos, attorney in private practice, has been appointed for a term expiring September 30, 2005. Also, Granner S. Ries of Clinton Township, attorney in private practice, has been appointed for a term expiring September 30, 2005. The appointments stand confirmed unless disapproved by the Senate within 60 days.



Gregory A. Przybylo



Granner S. Ries

We Get Letters ... and E-mails!

The Construction Safety and Health Division, Michigan Occupational Safety and Health Administration (MIOSHA), received the following comments from an employer regarding an investigation conducted by Safety Officer **George Pushies**: "This is a letter concerning the treatment we received from Mr. George E. Pushies while he was investigating an accidental death. We, the crew and management, were treated with the utmost respect and dignity. Mr. Pushies was in tune with our needs and feelings. We appreciate his help, concerns and believe him to be very professional in his efforts to resolve the issues that were at hand."

Patrick Sullivan with MIOSHA's Consultation, Education and Training Division was complimented in this letter sent by Steve Clayborn, Walbridge Construction Company: "I can't express how much we appreciate Pat Sullivan's training. Not only has he trained my employees, he trained the small subcontractors we use at our location. The last training Pat did was on excavation and it was excellent. Pat is truly a valuable asset to construction workers in Michigan. I do look forward to the future and working with Pat Sullivan."

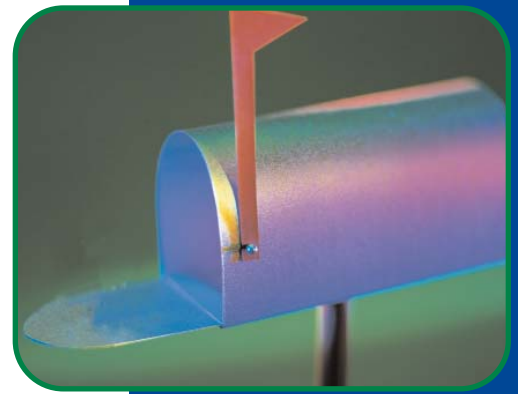
Tom Drake, safety coordinator with Steel Industries, sent the following letter to MIOSHA: "On March 23rd we had our insurance representative from CNA to tour our facilities. He was very impressed with our proactive approach with MIOSHA. I told him I was working with **Fred Hawkins** and **William Griffie** and that we have developed a good rapport with one another. After almost three hours he found nothing wrong with our safety program, record keeping and the condition of our facility. He said, 'This is exactly what we want employers to do, have a proactive attitude with MIOSHA.' I just wanted to thank you for all your help because without your diligence none of this would have happened. This has been a wonderful learning experience for me as each has provided me with a wealth of information and a positive experience with MIOSHA."

Duncan Wyeth, executive director, Michigan Commission on Disability Concerns, received the following letter from Geri Taeckens with the Eastern Upper Peninsula Intermediate School District: "A thank you just doesn't quite seem to fit the level of appreciation felt by myself, staff and students at Sault Middle School. Teachers and students are continually stopping me, telling me what a great presentation you gave. Your ability to capture the attention of 700 students in a crowded gym was phenomenal. For that many young teenagers to sit for an hour with no music, light show, or frills of any kind, and really listen to an older person talk is unheard of! Today, I went to one of the classes you visited last week and asked the students how they really felt about the conference. I told them I wanted

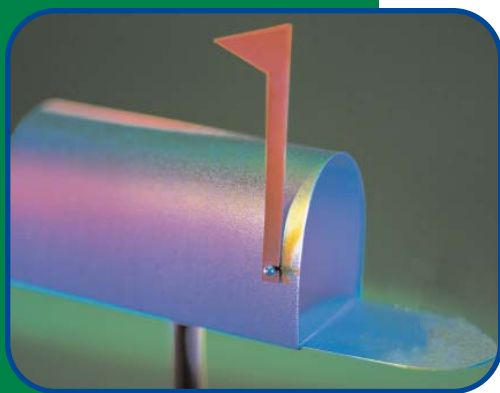
their honest opinion. From one of the most resistant students, who has struggled very hard with accepting his own disability, I heard, 'That guy was really cool!' When I asked him what he liked about you, he said, 'The guy likes himself and he talks weird.' Another student chimed in, 'I can't believe he said he was proud to have a disability.' I asked the students why they thought you said that, and they all seemed to grasp that it was because you met your challenge. Overall, the mood of the students appeared uplifting. I believe you really impacted these kids in a very significant way. I am so appreciative of you and the fact you took all that time and effort to come talk to us."

The Detroit office of the **Michigan Commission for the Blind (MCB)** received this letter in appreciation for all MCB staff, especially **Shawnese Laury-Johnson**: "[I have been] a long term MCB client. The main goal of the service was to obtain employment. In the past, through the services of MCB, I was trained and became a successful blind vendor. I worked at two facilities and desired to further my education. I entered into Wayne County Community College to pursue an associate's degree, which I successfully earned. After completing college I wanted to use my skills that I had developed for a different position of employment. I contacted MCB with the hopes of them providing an answer to my situation. Shortly thereafter, I was contacted by my current counselor, Ms. Shawnese Laury-Johnson, who informed me of the program with guaranteed employment. This was a position with the Internal Revenue Service as a collection contact representative through the federal government providing that I possessed the necessary skills capable of fulfilling the position. Ms. Laury-Johnson contacted Lions World Services for the Blind, a training facility located in Little Rock, Arkansas, for this specific job ... Ms. Laury-Johnson provided me with lots of encouragement and became helpful in all situations that included my completing the course. I would like to personally thank her and will be forever grateful to her for referring me to this program. Words cannot express my gratitude. I have completed the training course and will begin working on April 4, 2005! With a full-time position! ... I applaud and appreciate the entire staff of MCB for their assistance of blind and visually challenged individuals."

A graduate of the Cabinetmaking program, Michigan Career & Technical Institute, sent this e-mail message to instructors **Jim Welliver** and **Adam Reynolds**: "What's up? How is everything? I am writing to tell you that I'm doing well. The spraying job is going great and I do other things as well. No complaints here. Thanks a lot for everything. You guys are the best. I know all that I know from you guys and that was the goal,



More Letters ... and E-mails!



getting a job. Just can't thank you guys enough, so thanks a million."

Jennie Tunnell, manager of the Macomb District, Michigan Rehabilitation Services (MRS), reports that she recently talked with a colleague who is a leader in the Utica Kiwanis Club. He told her that the Kiwanis Club had been approached for help by a woman with a disability, and that he had offered to contact Jennie for MRS help. "When he called, he was told I was on vacation. This caused him to have

immediate apprehension. He told me his usual dealings with state employees had been negative. His attitude was that state employees present a laundry list of reasons why something cannot happen. His experiences made him see state workers as obstructionists and uncooperative. What a different experience this time! He was directed to **Deb Bouts** [site manager, Clinton Township MRS office] and **Vicki Wright** [rehabilitation counselor]. He advised that the two were positive and responsive from the first contact. He found it refreshing that they presented a 'can do,' 'make it happen' attitude from the beginning. He was pleased to see them focus on 'how to assist the customer' and thoroughly explore her needs and address them. As it turns out, he says that not only did they address the specific request, but helped her and her husband (who also has a disability) with additional much-needed services. They went above and beyond, and it was well recognized by him and other Kiwanis members. He was also very impressed that they kept their word and commitments. When they promised to call him or the customer, they did so in a timely fashion as promised. He told me I had great staff and how lucky I was."

DLEG Deputy Director **Dennis Sykes** received this letter from a law firm regarding Election Officer **Bob Strassberg**, Bureau of Employment Relations: "I am writing to compliment your staff on their effective handling of the recent MQCCC-SEIU representation election. As I know you are aware, this election was an extraordinary one for the Michigan Employment Security Commission (MERC) as it was much larger than any election MERC has ever conducted. With 42,000 eligible voters, it was the largest union representation campaign conducted in Michigan since the Ford Motor Company-UAW recognition in the early 1940s. We worked closely with Bob Strassberg in conducting this complex statewide mail ballot election. While we no doubt nagged and nattered Strassberg to the point of annoyance, he handled the entire process professionally and capably. He worked well with us on fitting the peculiarities of this particular election into MERC's standard procedures for the conducting of elections. I am really writing just to thank you for the effectiveness of your staff and to reiterate our respect for the work they did in this election."

A representative of a title agency sent this note to **Ann Baker**, director, Corporation Division, Bureau of Commercial Services: "I just wanted to pass on to you that your people are doing an excellent job. We never make contact with your office without having the person help solve our problem or delivering good service. I know you only hear the bad, but your group is doing something right."

Tom Colburn, regulation agent, Detroit Regional Office, Enforcement Division, Commercial Services, received kudos from a member of the public who had filed a complaint with the bureau: "Let me first thank you for all of your assistance ... I was very pleased and pleasantly surprised at the efficient and expedient manner in which the Department of Labor & Economic Growth has acted on this issue."

Susan Hensley, a department technician in the Barber/Cosmetology Unit, Licensing Division, Commercial Services, received a thank you card from one of her customers. The note said: "Just knowing you were so thoughtful is a true gift in itself ... You're on the receiving end of the warmest thanks imaginable. Your kindness will always be remembered."

A residential builder sent this note to the entire **Builder's Licensing Unit**: "I have just received my Builder's license. Thank you, thank you! This means so much to my family and me. Again, thank you!"

Jim Farhat, Corporation Division, Commercial Services, received a note of thanks that said: "Thank you very much for all your hard work. We really appreciate all you do for us [as a result of Jim's help with a merger transaction]." Jim also received another customer note, which said: "Just a small note to thank you so much for your utmost professionalism, kindness and prompt attention I received in reinstating my corporation status ... Thank you once again." Yet another letter was sent complimenting Jim: "With a significant real estate closing for an important client of my firm scheduled for 1 p.m., I contacted Mr. James Farhat of your department to request assistance in curing my client's failure to have filed annual statements for nine years, sufficient that I could obtain a Certificate of Good Standing on a virtually immediate basis. Mr. Farhat's services were exemplary. He was knowledgeable, courteous, and extraordinarily prompt in assisting me with the precise steps needed to accomplish my goal. I was prepared for a long series of voice mails, distracted employees and complete lack of cooperation. I was completely and most thoroughly impressed with Mr. Farhat's ability and willingness to assist me. I commend him for his service."